

**ARIZONA DEPARTMENT OF CORRECTIONS**  
**CORRECTIONAL OFFICER**  
**MEDICAL PHYSICAL REQUIREMENTS FOR APPOINTMENT**  
(Updated 1/29/2015)

**TO BE CONSIDERED FOR APPOINTMENT AS A CADET OR REHIRE, A CANDIDATE SHALL:**

- 1) Submit to a medical and a physical examination (**you may be required to disrobe**) by a designated physician and pass a pre-employment drug-screening test.
- 2) Be free of contagious, infectious or incapacitating conditions, that pose a significant risk of substantial harm to the health or safety of the individual or others in the performance of duty and that cannot be eliminated or reduced by reasonable accommodation.
  - Seizure disorders - applicant must be seizure free for one year prior to training – Training Release required and statement from provider stating stability of condition.
- 3) Be medically, physically and mentally capable of completing the required training and duties, and achieve acceptable job performance as a Corrections Officer (CO).
- 4) Have resting pulse rate less than or equal to 100 beats per minute. Systolic blood pressure less than **140**, diastolic less than **90**, and no evidence of abnormal rhythm. Applicant must have five readings to achieve normal blood pressure over a two-day period.
- 5) Have sufficient physical stamina and physical fitness to satisfactorily perform all the essential job functions of a CO.
- 6) Have vision of at least 20/50 in each eye with or without correction. Peripheral vision with a minimum horizontal vision of 170 degrees and the ability to distinguish basic colors against a favorable background. For Ishihara testing, applicant must score at least 7 out of 11 plates. For depth perception evaluation applicant must score at least 5 out of 9 presentations.
- 7) Candidates who are prescribed current use of any drug which could cause impairment or decrease job performance (including medical marijuana) or medications such as, but not limited to, opioids, benzodiazepines, barbiturates, morphine derivatives; shall **NOT** be given a medical pass to attend the academy or correctional officer duties. Upon completion of the physical evaluation all documentation shall be referred to the ADC Medical Review Board for review and recommendations.
- 8) History of mental health conditions may require further evaluation. The applicant must provide the following information documented in letterhead stationery and signed by a licensed mental health practitioner:
  - 8.1 Mental health diagnosis, nature of the condition and current status.
  - 8.2 Current prescribed medications, how long taking these medications.
  - 8.3 If receiving therapy/counseling, how often and for how long. If no longer receiving treatment, indicate when it was completed.
  - 8.4 Indicate if there are anger management issues with the individual and specify the treatment he/she is receiving.
  - 8.5 Indicate if the condition is temporary or permanent.
- 9) Applicants must have a single pure tone threshold of not worse than **40** decibels at 500, 1,000,

2,000 and 3,000 hertz in either ear. If the applicant fails the hearing test and has prescribed hearing aids but was not tested with aids in place, he or she may return for retesting while utilizing the hearing aids.

- 10) Have a pulmonary function test, which indicates that the candidate is free of obstructive lung disease (FEV-1/FVC ratio greater than or equal to 70% of predicted value).
- 11) Have a Complete Blood Count that demonstrates no evidence of anemia:
  - Hemoglobin - below 12 requires further evaluation and clearance
  - Hematocrit – below 35 requires further evaluation and clearance
  - WBC – more than two times normal (over 20) requires further evaluation
- 11) Have SMAC that demonstrates no evidence of:
  - Abnormal liver enzymes:
    - More than one liver enzyme elevated >3X normal or any 2 elevated > 2 X normal, requires an evaluation for liver disease.
    - SGOT
    - SGPT
    - GTT
    - Alkaline Phosphates
  - No evidence of metabolic abnormality
    - Glucose over 125 requires a repeat (fasting) further evaluation, if over 125 is diabetic and will trigger an evaluation.
    - Type I Diabetes – Hemoglobin A1C-more than 7.0 requires further evaluation
    - Type II Diabetes is approved
  - No evidence of kidney dysfunction.
    - Creatinine count more than 1.5 requires further evaluation
  - No evidence of metabolic abnormality
    - Albumin or Globulin that is more than 2 times the normal requires further evaluation
    - Calcium that is 12 or above requires further evaluation
- 12) Urinalysis - No abnormalities:
  - Glucose – over a trace requires further evaluation
  - Protein – over 2 plus requires further evaluation
  - Blood – above trace requires further evaluation
  - Specific gravity must be over 1002 and not over 1030
- 13) Varisella titer – must show evidence of immunity (history of titer, if unknown, or never had chickenpox)
  - Can consent for immunization and begin the series if non-immune
- 14) A complete Physician Physical Assessment will be completed.
  - If there is any abnormal finding they will be evaluated against essential functions. If essential functions conflict then there needs further evaluation.
- 15) Hernia test completed-

- If there are any signs of Hernia- Needs further evaluation.
- 16) Phalen's and Tinel's test- Positive test will need further evaluation.
  - 17) Musculoskeletal Evaluation- Significant issues will need further evaluation.
  - 18) Due to gender specific job requirements (bona fide occupational qualifications), such as the need to search or observe the personal bathroom activities of inmates, applicants must possess the sexual characteristics of only one gender. Sexual characteristics refer to genitalia and breasts.

### **PHYSICAL ABILITY STANDARDS**

Graduation from COTA requires the ability to meet the 50% percentile physical fitness standards. Applicants should maintain a physical fitness-conditioning program while in the selection process.

The contract provider provides the final results to the Department of Corrections, not to the applicant, and the Department will notify the applicant of the final results. The contractor *may* make medical recommendations to address anything and/or improve the applicant's health, and this information may impact the results but the information should not be perceived as a determination of whether or not the applicant has met the medical/physical requirements.